

EXHIBIT 16

Dear Governor Gibbons,

My name is Rod Lightsey. I am a Correctional Sergeant at Ely State Prison. I have been an Officer here since 1991. I know you are a busy man, especially with the budget crisis, but there is a matter I wish you would investigate.

The Administration of this Facility and the Department of Corrections has proven to be intolerant of criticism from staff. They have targeted staff who file grievances, or who support fellow staff in disciplinary actions. Currently a Lieutenant with over 20 years of honored service with the State of Nevada, is having to defend his job over a simple clerical error. He admitted it was a mistake, yet this Administration is pursuing him to the maximum extent possible, even though the charges only vaguely reflect what actually happened. This Lieutenant has helped many staff who were wrongly persecuted by this Administration, including myself. He has been targeted with such statements as 'we got you now'. His actions have always been exceptional, taking on the worst tasks and overcoming many obstacles to get the job done. I would be honored to work for him anytime.

As a comparable situation to this Lieutenant's, please consider the following: Warden McDaniel falsified written inspections. This was reported by myself and promptly ignored by this department. These inspections were ordered by the Assistant Director, and completely falsified by Warden McDaniel as I can prove.

In addition, his Administration has been criminal in their actions when pursuing staff who they targeted. Specifically, Warden E. K. McDaniel committed perjury during my Disciplinary Appeal Hearing. I immediately reported this, but the Department of Corrections refused to investigate it and the Attorney General's Office said I could not bring such a charge. This denied me a fair Appeal Hearing. Finally, I managed to get the Inspector General's Office to consider it, but I was never apprised of the status of my charges, and no acknowledgement of the unfair treatment I received at the Appeal Hearing due to this perjury. I do not use the word perjury lightly as I can prove these allegations beyond any doubt. I never received any acknowledgement of Warden McDaniel's wrongdoing, nor an offer to present my allegations to the Hearing Officer.

Both of these acts, perjury and falsification of records, are addressed in our policies as terminating offenses without any lesser discipline proffered. It is impossible for anyone of common sense and decency to allow such horrendous actions to go unpunished. It seems if you do not submit to this petty tyranny you are punished to the greatest extent possible, but if you kowtow to this department's whims, anything can be swept under a carpet.

As examples, please consider at least five (5) Officers have been terminated only to have these decisions overturned at the Hearing Officer level, including a court order. In addition, I was demoted only to have my rank reinstated by the Hearing Officer. A person of minimal intellect would consider this a pattern of abuse of power, yet this Administration continues to target honorable staff in an effort to silence any criticism. Especially targeted are staff who testify on behalf of employees at Appeal Hearings. I personally had two Lieutenants testify at my Appeal Hearing. They were denied the pay they were entitled to until they filed grievances.

All the Officers referred to have had to pay the expense of defending themselves, while the Administration has the unlimited resources of the State and the collusion of other agencies. Even when a judgment is in favor of staff, they are at the mercy of an Administration who recklessly tramples on staff.

Administrative Regulation 339 states:

Employees shall maintain high standards of honesty, integrity, and impartiality, free from any personal considerations, favoritism or partisan demands.

Employees shall report without reservation any corrupt or unethical behavior that could affect either inmates, employees, or the integrity of the Department of Corrections.

Any person in a supervisory position should lead by example, holding themselves to the highest standards of conduct. The example set by this Administration is a complete dearth of ethics. I would not follow their example in any aspect of life. Even the Inspector General and the Attorney General's office seem to ignore or collaborate with this Administration when they should be an aide to staff when staff are mistreated. Instead, they act as if the Administration is always right, even when the Administration is proved to be criminal.

I have repeatedly attempted to resolve these issues, but this department has written the disciplinary procedure in a manner that allows a small honest mistake by a hard working officer to be interpreted as a "Security Breach" and punished as if the officer was aiding an escape. Any semblance to reality or common sense has been cast aside in an effort to crush staff. Even a minor infringement of the rules gets turned into a full blown investigation, and this Administration takes every opportunity to twist a rule to fit any interpretation they wish. Even if a pre-disciplinary hearing recommends dismissal of charges, Warden McDaniel overrules them and submits officers for termination. This is the utmost of arrogance against the spirit and intent of the disciplinary process, and only with the complicity of the Director's office, could such behavior be allowed to fester. Director Skolnik is fully aware of these issues and has completely failed to bring to a halt this egregious behavior.

I fervently hope you investigate these matters fully as it has caused a sickening of morale of my fellow officers who deserve the best treatment from this department. These Officers place their safety and sacred strength on the line daily for the State of Nevada, yet they receive only derision and contempt from this corrupt Administration.

There comes a time when people of good conscience must speak out against injustice. This Administration has proven to be a persecutor of those who stand up for themselves and their fellow staff.

You, Governor Gibbons, have the authority and capability to rectify this situation.

I thank you for considering my request and I respectfully await your response.

Sincerely,

Correctional Sergeant Rod Lightsey